

HANFORD SITE STABILIZATION
TRANSITION AGREEMENT

THIS AGREEMENT, by and between Kaiser Engineers Hanford (hereinafter "EMPLOYER") and the Building and Construction Trades Department, AFL-CIO, and the International Unions affiliated therewith signatory hereto, and the International Brotherhood of Teamsters (hereinafter "UNIONS") shall be considered effective and binding as of the last date subscribed below.

WITNESSETH;

WHEREAS, EMPLOYER has recently been awarded a contract by the Federal Department of Energy to serve as engineer/constructor for projects undertaken at the Department of Energy's Hanford Reservation located in the State of Washington: and

WHEREAS, by virtue of the award of the above-described contract, EMPLOYER accedes to those interests previously held by J. A. Jones Construction Services Company ("JONES") in regard to the employment, both directly and through its wholly owned subsidiaries, of craft labor under the terms of the now-existing Hanford Site Stabilization Agreement: and

WHEREAS, both EMPLOYER AND UNIONS recognize that it is in the national interest to achieve a smooth transition of construction operations from JONES to Contractor without causing disruption or upset to those craft employees presently employed by JONES at the Hanford site: and

WHEREAS, EMPLOYER desires to become signatory to the Hanford Craft Stabilization Agreement, and, thereby, enjoy full right of participation in the negotiation of its terms and conditions, as well as oversee day-to-day administration of the Agreement as previously enjoyed by EMPLOYERS predecessor JONES: and

WHEREAS, UNIONS desire to evidence their recognition of EMPLOYER as successor to those interests previously held by JONES under the terms of the Hanford Site Stabilization Agreement by virtue of its new contractual relationship with the Department of Energy;

NOW THEREFORE, for and in consideration of the foregoing and the mutual covenants and promises set forth below, EMPLOYER AND UNIONS agree as follows:

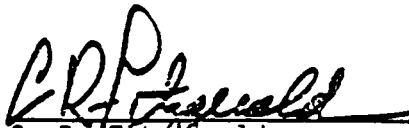
1. EMPLOYER is hereby recognized by the UNIONS as a successor in interest to those rights, duties and obligations now held by JONES under the terms of the Hanford Site Stabilization Agreement effective 12:01AM, March 1, 1987.

2. EMPLOYER and UNIONS hereby agree that those craft employees on the payroll of JONES as of February 28, 1987, shall automatically be transferred to the payroll and become the employees of EMPLOYER effective 12:01AM, March 1, 1987.

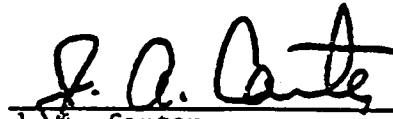
IN WITNESS WHEREOF, the Parties hereto have executed this agreement this 15TH day of DECEMBER 1986

EMPLOYER:

KAISER ENGINEERS HANFORD,
COMPANY



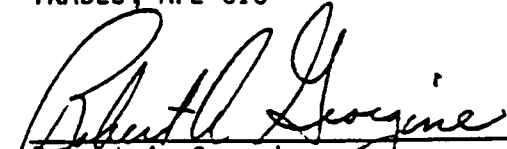
C. R. Fitzgerald
Vice President



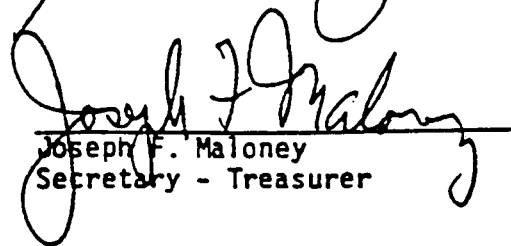
J. A. Carter
Manager, Labor Relations

UNION:

BUILDING AND CONSTRUCTION
TRADES, AFL-CIO



Robert A. Georgine
President



Joseph F. Maloney
Secretary - Treasurer

AND ITS INTERNATIONAL UNIONS

AND

INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS

EMPLOYER COMPLIANCE AGREEMENT
AND
SIGNATURE SHEET

The undersigned Employer hereby acknowledges that he is in receipt of the SITE STABILIZATION AGREEMENT FOR ALL CONSTRUCTION WORK FOR THE U. S. DEPARTMENT OF ENERGY AT THE HANFORD SITE executed on September 10, 1984, between J. A. Jones Construction Services Company and Morrison-Knudsen Company, Inc., and the Building and Construction Trades Department, AFL-CIO, and its affiliated international unions, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The undersigned Employer hereby agrees to be bound by and comply with all terms and conditions of the aforementioned Agreement, including its appendices, and any modifications thereto which may be agreed to by the parties to the Agreement from time to time.

BY:

NAME, TITLE

DATE

FOR:

EMPLOYER (COMPANY)

ADDRESS

TELEPHONE NUMBER

APPENDIX "A"

HANFORD DAILY TRAVEL PAY

	<u>700</u>	<u>3000</u>	<u>300</u>	<u>400</u>	<u>200-E</u>	<u>200-W</u>	<u>100</u>
Asbestos Workers	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Boilermaker	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Brickmasons	7.00	7.00	7.00	10.00	10.00	10.00	10.00
Carpenters	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Cement Masons	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Electricians	-0-	-0-	10.00	10.00	10.00	10.00	10.00
Ironworkers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Laborers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Millwrights	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Operating Engineers	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Painters	9.00	9.00	9.00	10.00	10.00	10.00	10.00
Pipefitters	3.64	7.56	9.10	10.00	10.00	10.00	10.00
Roofers	-0-	-0-	.57	10.00*	10.00*	10.00*	10.00
Sheet Metal Workers	-0-	-0-	5.81	10.00	10.00	10.00	10.00
Sprinkler Fitters	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Teamsters	9.00	9.00	9.00	10.00	10.00	10.00	10.00

* These rates apply to all jobs bid on or after October 1, 1985

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BOILERMAKERS
PAGE 1 OF 1
EFFECTIVE DATE: 10/9/95

REVISED
10/9/95

BOILERMAKERS**APPENDIX A****WAGE RATES**10/9/95

General Foreman	Rate to be negotiated
Foreman	\$22.02
Assistant Foreman	21.27
Boilermaker/Blacksmith	20.77

FRINGE PAYMENTS10/9/95

Health and Welfare	3.15
Pensions (per hour)	2.25
Apprenticeship (per hour)	0.10
Vacation (per hour)	2.00
National Annuity Trust (per hour)	1.65

APPRENTICE RATES**PERCENTAGE OF
JOURNEYMAN WAGE RATES**

<u>Period</u>	Indentured After <u>10/1/83</u>
1st 6 months	50%
2nd 6 months	55%
3rd 6 months	60%
4th 6 months	65%
5th 6 months	70%
6th 6 months	75%
7th 6 months	85%
8th 6 months	95%

BRICKLAYERS
PAGE 1 OF 1
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

BRICK AND ALLIED CRAFTS

APPENDIX A

WAGE RATES

9/4/95

Bricklayer, Blocklayer, Marble Mason, Brickmason Welder	\$20.69
Stone Masons and Cleaners, Pointers and Caulkers	20.69
Marble Mason, Inside	20.20
Tile Setters & Terazzo Workers	20.02

Foreman shall receive a minimum of 1.00 over the hourly rate of his particular classification.

FRINGE PAYMENTS

9/1/95

Masonry Industry Trust (Health & Welfare)	\$2.90
International Pension Trust	\$1.00
Northwest Pension Plan	\$1.45
Apprenticeship & Training	\$.28

APPRENTICE RATES

Period	<u>Percentage of Journeyman Wage Rates</u>
1st 6 months	50%
2nd 6 months	60%
3rd 6 months	70%
4th 6 months	80%
5th 6 months	85%
6th 6 months	90%

CARPENTERS
PAGE 1 OF 2
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

CARPENTERS

APPENDIX A

WAGE RATE

CARPENTERS

<u>JOURNEYMEN CLASSIFICATION</u>	<u>9/4/95</u>
Carpenter	\$20.79
Sawfiler, Stationary Power Woodworking Tool Operator	20.94

MILLWRIGHTS AND MACHINE ERECTORS

<u>JOURNEYMEN CLASSIFICATIONS</u>	<u>9/4/95</u>
Millwrights & Machine Erector	\$21.57

PILEDRIVERS

<u>JOURNEYMAN CLASSIFICATIONS</u>	<u>9/4/95</u>
Piledriver	\$20.79
Boom Man	20.89

DIVERS

Base pay for Divers in water not to exceed fifty (50) fee shall be:

<u>EFF. DATE</u>	<u>HOURLY</u>	<u>4 HOURS</u>	<u>8 HOURS</u>
9/4/95	50.94	203.76	407.52

6/1/81: Divers only:

1. The rate to be computed using the formula of 2.45 times the Piledriver hourly base wage scale.
2. All other classifications to receive the same hourly rate as negotiated as applied to the Piledriver hourly wage scale.

CARPENTERS
PAGE 2 OF 2
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

The wage rate for TENDERS shall be:

CLASSIFICATION 9/4/95

Tenders \$24.40

Diving Master 31.42

FOREMAN: Foreman shall receive \$1.00 per hour above the highest paid Journeyman wage classification working under him.

GENERAL FOREMAN: General Foreman shall receive \$2.00 per hour above the highest paid Journeyman wage classification working under him.

FRINGE PAYMENTS

6/1/95

Health and Security	\$2.36
Pension	1.80
Apprenticeship and Training	.25
Vacation (deduct from net wages)	(.50)

APPRENTICE RATES

CARPENTERS

First Period	- 3 months	- 60%	Fifth Period	- 6 months	- 80%
Second Period	- 3 months	- 65%	Sixth Period	- 6 months	- 85%
Third Period	- 6 months	- 70%	Seventh Period	- 6 months	- 90%
Fourth Period	- 6 months	- 75%	Eighth Period	- 12 months	- 95%

MILLWRIGHT & MACHINE ERECTOR

First year	-	70% of Journeyman Rate
Second year	-	75% of Journeyman Rate
Third year	-	85% of Journeyman Rate
Fourth year	-	95% of Journeyman Rate

CEMENT MASONS
APPENDIX A
CLASSIFICATIONS

GROUP I

- Rodding, Tamping, Floating, Troweling, Patching, Stoning, Rubbing, Sack Rubbing
- All exposed aggregate finishing
- Setting of screeds, screed forms, curb & gutter & sidewalk forms
- Preparation of all concrete for caulking of the joints and the caulking of expansion joints
- Preparation of concrete for the application of hardners, sealers and curing compounds and their application
- Grouting and dry packing of machine base
- Removal of snap ties and she bolts prior to patching of concrete

GROUP II

- Power Troweling Machine Operator
- Troweling of magnesite, torganal or material with epoxy bases of oxichloride base
- All Power Grinders, Bushing Hammer, Chipping Gun
- All sandblasting for architectural finishes and exposing of aggregate for finish
- Concrete Sawing and Cutting for expansion joints and scoring for decorative patterns
- Operating of Clary-type Floats, Longitudinal Floats, Rodding Machines and Belting Machines
- Scarifiers
- Working on scaffolds

GROUP III

- Grinding, bushing or chipping of toxic materials or high density concrete
- Operating of power tools on a scaffold

CEMENT MASONS
PAGE 2 OF 2
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

WAGE RATES

9/4/95

GROUP I	\$19.51
GROUP II	20.01
GROUP III	20.51

FOREMAN: 1.00 per hour above highest paid man on his crew.

GENERAL FOREMAN: To be paid .50 per hour above the highest paid Foreman working under him.

FRINGE PAYMENTS

6/1/95

Health and Security	\$2.35
Pension	2.10
Training	.20
Credit Union	(1.75)
(Deduct from net wages)	

APPRENTICE RATES

Hours & %

GROUP I: Base rate \$18.96

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

GROUP II: Base rate \$19.46

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

GROUP III: Base rate \$19.96

1000 - 60%
1000 - 70%
1000 - 80%
1000 - 90%

ELECTRICIANS
APPENDIX A

WAGE RATES

	<u>9/4/95</u>
General Foreman (20% above Journeyman)	\$27.60
Foreman (10% above Journeyman)	25.30
Journeyman Wireman	23.00
Journeyman Technician	23.00
Journeyman Wireman Welder	
(10% above Journeyman)*	25.30
Journeyman Wireman Cable Splicer	
(5% above Journeyman)**	24.15
Vacation allowance deduct 10%	

* Journeyman Wireman when Welding - Certified welding will be paid for at ten (10%) percent above Journeyman Wireman rate for a certified Journeyman Wireman when welding for a minimum of two (2) hours.

** Journeyman Wireman Cable Splicer - Cable splicing and stress cones by whatever method on voltage over 2300 volts will be paid for at the rate of five (5%) percent above Journeyman Wireman rate for a minimum of two (2) hours.

FRINGE PAYMENTS

	<u>8/14/95</u>
Health and Welfare	\$2.73
Pension - National (NEBF)	3%***
Pension Money Purchase Plan	3.55***
Apprentice Training	.30***
Vacation (Deduct from Wages)	10%***

*** There will be no contributions made for first year apprentices. The contributions commence in the first half of the second year, for those apprentices indentured after July 1, 1987.

APPRENTICE RATES

APPRENTICES INDENTURED
AFTER JULY 1, 1987

0 - 1000 hours - 1st period - 45%
1000 - 2000 hours - 2nd period - 50%
2000 - 3500 hours - 3rd period - 55%
3500 - 5000 hours - 4th period - 65%
5000 - 6500 hours - 5th period - 75%
6500 - 8000 hours - 6th period - 85%

INSULATORS
PAGE 1 OF 1
EFFECTIVE DATE: 9/4/95

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9/1/95

INSULATORS

APPENDIX A

WAGE RATES

9/4/95

Journeyman

\$23.15

Foreman - 10% above the Mechanic's base rate of pay

General Foreman - 20% above the Mechanic's base rate of pay

FRINGE PAYMENTS

8/21/95

Pension	3.16
Occupational Health	.07
Health and Welfare	2.79
Apprenticeship	.06
Credit Union (deduct)	2.25 or 3.50 (option of employee)

APPRENTICE RATES

1st year	60% of Mechanics Base Rate
2nd year	70% of Mechanics Base Rate
3rd year	80% of Mechanics Base Rate
4th year	90% of Mechanics Base Rate

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IRONWORKERS
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EFFECTIVE DATE: 10/2/95

REVISED:
9/29/95

IRONWORKERS

APPENDIX A

WAGE RATES

CLASSIFICATIONS

10/2/95

Structural Ironworkers,
Ornamental Ironworkers,
Machinery Mover, Machine Erector,
Riggers, Signal Men,
Welders & Burners, Fence Erectors
Sheeters, Reinforcing Ironworkers

\$18.94

FOREMEN: \$1.50 per hour over journeyman rate

GENERAL FOREMAN: \$2.50 per hour over journeyman rate

FRINGE PAYMENTS

9/1/95

Health and Welfare	3.25
Pension	3.10
Apprenticeship	.35
Annuity	2.62

VACATION: Deduct from Net Wages - \$1.50 per hour

APPRENTICE RATES

1st 6 months	60% of Journeyman Ironworker Rates
2nd 6 months	80% of Journeyman Ironworker Rates
2nd year	90% of Journeyman Ironworker Rates
3rd year	95% of Journeyman Ironworker Rates

LABORERS

APPENDIX A

CLASSIFICATIONS

GROUP I

Brush Hog Feeder	⁵ Miner, Class "A"
Carpenter Tender	Nipper
Cement Handler	Riprap Man
¹ Concrete Crewman	Sandblast Tailhoseman
Concrete Signalman	Scaffold Erector, wood or steel
Crusher Feeder	Scaleman
² Demolition	Stake Jumper
Dumpman	⁴ Structural Mover
³ Fence Erector	Tailhoseman (water nozzle)
Flagman	Timber Bucker & Faller (by hand)
Form Cleaning Machine Feeder,	Track Laborer (RR)
Stacker	Truck Loader
General Laborer	Well-Point Man
Group Machine Header Tender	Window Cleaner

¹ TO INCLUDE: Stripping of forms, hand operating jacks on slip form construction, application of concrete curing compounds, pumpcrete machine, signaling, handling the nozzle of squeezecrete or similar machine - 6 inches and smaller.

² TO INCLUDE: Clean-up, burning, loading, wrecking & salvage of all material.

³ TO INCLUDE: Guard rails, guide and reference posts, sign posts, and right-of-way markers.

⁴ TO INCLUDE: Separating foundation, preparation, cribbing, shoring, jacking and unloading of structures.

⁵ TO INCLUDE: Bull Gang, Concrete Crewman, Dumpman and Pumpcrete Crewman, including distributing pipe, assembly & dismantle, and Nipper.

GROUP II

Asphalt Raker	Pipelayer, multi-section
Asphalt Roller, walking	Pot Tender
Cement Finisher Tender	Powderman Helper
Concrete Saw, walking	Power Buggy Operator
Demolition Torch	Power Tool Operator, gas, electrical,
Dope Pot Fireman, non-mechanical	pneumatic
Driller Helper (when required	Railroad Equipment, power driven,
move & position machine)	<u>except</u> dual mobile power spiker
Form Setter, paving	or puller
Grade Checker Using Level,	Railroad Power Spiker or Puller,
<u>Optional</u>	dual mobile
Jackhammer Operator	Rodder & Spreader

GROUP II (cont.)

- | | |
|---------------------------------|---------------------------|
| 3 Miner, Class "B" | 2 Tamper |
| 1 Nozzleman | Trencher, Shawnee |
| Nozzleman, water, air or steam | Tugger Operator |
| Pavement Breaker, under 90 lbs. | Wagon Drills |
| Pipelayer, Corrugated Metal | Wheelbarrow, power driven |
| Culvert | Water Pipe Liner |
- 1 TO INCLUDE: Squeeze and Flow-crete nozzle.
2 TO INCLUDE: Operation of Barco, Essex & similar tampers.
3 TO INCLUDE: Brakeman, Finisher, Vibrator, and Form Setter.

GROUP III

- | | |
|-------------------------------|---|
| Air Track Drill | 7 Miner, Class "C" |
| 1 Bit Grinder | Monitor Operator, air track or similar mounting |
| Brush Machine | Mortar Mixer |
| Caisson Worker, free air | 5 Nozzleman |
| 2 Chain Saw Operator & Faller | Pavement Breaker, 90 lbs. & over |
| Concrete Stack | 6 Pipelayer |
| 3 Gunite | Pipewrapper |
| High Scaler | Vibrators, <u>All</u> |
| Hod Carrier | |
| 4 Laser Beam Operator | |
- 1 TO INCLUDE: Horizontal construction joint clean-up brush machine, power propelled.
2 TO INCLUDE: Laborers when working on free standing concrete stacks for smoke or fume control above 40 feet high.
3 TO INCLUDE: Operation of machine and nozzle.
4 TO INCLUDE: Grade Checkers and elevation control.
5 TO INCLUDE: Jet blasting nozzleman, over 1200 lbs., jet blast machine power-propelled, sandblast nozzle.
6 TO INCLUDE: Working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, tamper.
7 TO INCLUDE: Miner, Nozzleman for concrete, and Laser Beam Operator on tunnels.

GROUP IV

- 1 Drills with dual masts
Miner, Class "D"
Welder, electric, manual or automatic
- 1 TO INCLUDE: Raise and Shaft Miner, Laser Beam Operator on raises and shafts.

LABORERS
PAGE 3 OF 4
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

GROUP V

Powderman

GROUP VI

Sand Hogs

WAGE RATES

	<u>9/4/95</u>
GROUP I	\$17.59
GROUP II	17.84
GROUP III	18.09
GROUP IV	18.34
GROUP V	18.59

GROUP VI SAND HOGS (Under Compressed Air Conditions)

<u>LBS.</u>	<u>HRS. WORK</u>	<u>OT DIV.</u>	<u>9/4/95</u>
1-14	6	7-1/2	\$151.52
14-28	6	7-1/2	156.22
18-25	4	7-1/2	156.47
18-22	6	10	176.47
22-26	4	7-1/2	160.42
26-32	4	7-1/2	162.82
32-38	3	7-1/2	165.52
38-44	2	7-1/2	166.82

Outside Lock &
and Gauge Tender \$143.92

FOREMAN: 1.00 above highest group supervised

GENERAL FOREMAN: 1.50 (.50 above the highest Foreman)

FRINGE PAYMENTS

6/1/95

Health and Security	\$2.35
Pension	1.42
Training	.20
Credit Union	(1.00)
(deduct from net wages)	

LABORERS
PAGE 4 OF 4
EFFECTIVE DATE: 9/7/92

REVISED:
9/7/92

NEW ENTRANT TRAINING PROGRAM
(PERCENT COMPUTED ON GROUP I RATES)

Trainee	I	0 to 750 hours - 60%
Trainee	II	751 to 1500 hours - 70%
Trainee	III	1501 to 2250 hours - 80%
Trainee	IV	2251 to 3000 hours - 90%

OPERATING ENGINEERS

APPENDIX A

CLASSIFICATIONS

GROUP I

Bit Grinders
Bolt Threading Machine
Compressors (under 2000 CFM, gas, diesel or electric power)
Crusher Feeder (mechanical)
Deck Hand
Drillers Helper
Fireman & Heater Tender
Grade Checker
Helper, Mechanic or Welder, H.D.
Hydro-seeder, Mulcher, Nozzleman
Oiler
Oiler & Cable Tender, Mucking Machine
Pumpman
Rollers, all types on subgrade (farm type, Case, John Deere & similar, or Compacting Vibrator), except when pulled by Dozer with operable blade
Steam Cleaner
Welding Machine

GROUP II

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer (asphalt)
Bagley or Stationary Scraper
Belt Finishing Machine
Blower Operator (cement)
Cement Hog
Compressor (2000 CFM or over, 2 or more, gas, diesel or electric power)
Concrete Saw (multiple cut)
Distributor Leverman
Ditch Witch or similar
Elevator Hoisting Materials
Dope Pots (power agitated)
Fork Lift or Lumber Stacker, Hydra-lift & similar
Gin Trucks (pipeline)
Hoist, single drum
Loaders (bucket elevators and conveyors)
Longitudinal Float
Mixer (portable - concrete)
Pavement Breaker, Hydra-Hammer & similar
Power Broom
Railroad Ballast Regulation Operator (self-propelled)
Railroad Power Tamper Operator (self-propelled)
Railroad Tamper Jack Operator (self-propelled)
Spray Curing Machine (concrete)

OPERATING ENGINEERS

PAGE 2 OF 5

EFFECTIVE DATE: 9/2/91

REVISED:

9/20/91

GROUP II (Cont'd)

Spreader Box (self-propelled)
Straddle Buggy (Ross & Similar on construction job only)
Tractor (Farm type R/T with attachments, except Backhoe)
Tugger Operator

GROUP III

A-Frame Truck (2 or more drums)
Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
Backfillers (Cleveland & similar)
Batch Plant & Wet Mix Operator, single unit (concrete)
Belt-Crete Conveyors with power pack or similar
Belt Loader (Kocal or similar)
Bend Machine
Bob Cat
Boring Machine (earth)
Boring Machine (rock under 8" bit) (Quarry Master, Joy or similar)
Bump Cutter (Wayne, Saginaw or similar)
Canal Lining Machine (concrete)
Chipper (without crane)
Cleaning & Doping Machine (pipeline)
Deck Engineer
Elevating Belt-type Loader (Euclid, Barber Green & similar)
Elevating Grader-type Loader (Dumor, Adams or similar)
Generator Plant Engineers (diesel electric)
Guniting Combination Mixer & Compressor
Locomotive Engineer
Mixermobile
Posthole Auger or Punch
Pump (grout or jet)
Soil Stabilizer (P & H or similar)
Spreader Machine
Tractor (to D-6 or equivalent) and Traxcavator
Traverse Finish Machine
Turnhead Operator

GROUP IV

Blade Operator (motor patrol & attachments)
Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman & similar)
Curb Extruder (asphalt or concrete)
Drills (churn, core, calyx or diamond)
Equipment Serviceman, Greaser & Oiler
Hoist (2 or more drums or Tower Hoist)
Loaders (overhead & front-end, under 4 yds R/T)
Refrigeration Plant Engineers (under 1000 ton)
Rubber-tire Skidders (R/T with or without attachments)
Screed Operator
Surface Heater & Planer Machine
Trenching Machines (under 7 ft. depth capacity)
Turnhead (with re-screening)
Vacuum Drill (reverse circulation drill under 8" bit)

OPERATING ENGINEERS
PAGE 3 OF 5
EFFECTIVE DATE: 9/2/91

REVISED:
9/20/91

GROUP V

Drilling Equipment (8" bit & over) (Robbins, reverse circulation & similar)
Hoe Ram
Paving (dual drum)
Railroad Track Liner Operator (self-propelled)
Refrigeration Plant Engineer (1000 tons & over)
Signalman (Whirleys, Highline, Hammerheads or similar)

GROUP VI

Automatic Subgrader (Ditches & Trimmers) (Autograde, ABC, R. A. Hansen & similar on grade wire)
Backhoe (under 1 yd)
Batch Plant (over 4 units)
Batch & Wet Mix Operator (multiple units, 2 & incl. 4)
Boat Operator
Cableway Controller (dispatcher)
Crane (25 tons and under)
Derricks & Stifflegs (under 65 tons)
Drill Doctor
Multiple Dozer Units with single blade
Paving Machine (asphalt and concrete)
Piledriving Engineers
Rollerman (finishing pavement)
Trenching Machines (7 ft. depth & over)

GROUP VII

Asphalt Plant Operator
Backhoes (1 yd. to 3 yds.)
Blade (finish & bluetop) Automatic, CMI, ABC & similar when used as automatic
Boom Cats (side)
Cableway Operators
Clamshell Operator (under 3 yds.)
Concrete Slip Form Paver
Cranes (over 25 tons, including 45 tons)
Crusher, Grizzle & Screening Plant Operator
Draglines (under 3 yds.)
Elevating Belt (holland type)
Gradeall (1 yd. to 3 yds.)
H. D. Mechanic
H. D. Welder
Loader Operator (front-end & overhead, 4 yds, incl. 8 yds.)
Mucking Machine
Quad-track or similar equipment
Rubber-tired Scrapers
Shovels (under 3 yds.)
Tractors (D-6 & equivalent & over)

OPERATING ENGINEERS
PAGE 4 OF 5
EFFECTIVE DATE: 9/4/95

REVISED:
9/1/95

GROUP VIII

Backhoes (3 yds. & over)
Cranes (over 45 tons, and ALL climbing, rail & tower)
Clamshell Operator (3 yds. & over)
Derricks & Stifflegs (65 tons & over)
Draglines (3 yds & over)
Loader (360 degrees revolving Koehring Scooper or similar)
Loaders (overhead & front-end, over 8 yds)
Helicopter Pilot
Shovels (3 yds. & over)
Whirleys & Hammerheads, ALL

GROUP IX

Transi-Lift

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

Measure from center of rotation to center of shaft
(radius): 130' to 200' .30 hr. Additional to classification
Over 200' .60 hr. Additional to classification

WAGE RATES

9/4/95

Group I	\$18.62
Group II	18.92
Group III	19.47
Group IV	19.62
Group V	19.77
Group VI	20.02
Group VII	20.27
Group VIII	20.92
Group IX	22.67

FOREMAN: Shall be paid one dollar (1.00) per hour over the scale of the highest scale supervised.

FRINGE PAYMENTS

6/1/94

Health and Security	\$2.40
Pension	2.50
Apprenticeship & Training	.25

OPERATING ENGINEERS
PAGE 5 OF 5
EFFECTIVE 9/7/92

REVISED:
9/7/92

APPRENTICE RATES
(COMPUTED ON GROUP VI RATES)

BASE RATE: (Group VI)

65%	1000 Hours
70%	1000 Hours
75%	1000 Hours
80%	1000 Hours
85%	1000 Hours
90%	1000 Hours

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PAINTERS
 PAGE 1 OF 1
 EFFECTIVE DATE: 01/01/96

REVISED:
 12/11/95

PAINTERS

APPENDIX A

WAGE RATES

	<u>01/01/96</u>
Journeyman Painters	\$17.74
Taper Finishers	17.99
Spray Painters, Steel Painters, Steam Cleaning, Acid Etching, Sign Writers	18.24

Foreman shall be paid an additional ten percent (10%) over and above the average rate of pay of those journeymen working under his supervision.

FRINGE PAYMENTS

	<u>01/01/96</u>
Health and Welfare	\$2.05
Pension	1.90
Apprenticeship	.19

This District Council No. 54 Administration Fee check-off shall be 3% of the current Painters' basic wage, which is deducted from the wages, computed on actual hours worked.

APPRENTICE RATES

Painting Apprentices

1st 6 months' period	50% of Journeymen's Wages
2nd 6 months' period	55% of Journeymen's Wages
3rd 6 months' period	60% of Journeymen's Wages
4th 6 months' period	70% of Journeymen's Wages
5th 6 months' period	80% of Journeymen's Wages
6th 6 months' period	90% of Journeymen's Wages
Thereafter	100% of Journeymen's Wages

Taping Apprentices

1st 3 months' period	50% of Journeymen's Wages
2nd 3 months' period	60% of Journeymen's Wages
3rd 3 months' period	75% of Journeymen's Wages
4th 3 months' period	85% of Journeymen's Wages
5th 3 months' period	90% of Journeymen's Wages
6th 3 months' period	95% of Journeymen's Wages
Thereafter	100% of Journeymen's Wages

PIPEFITTERS
 PAGE 1 OF 1
 EFFECTIVE DATE: 10/16/95

REVISED:
 10/19/95

PIPEFITTERS

APPENDIX A

WAGE RATES

Basic Hourly Rate Effective: 9/4/95
 Basic Hourly Wage Rate \$22.50
 Vacation 2.75

Vacation pay shall be included in the basic rate for all computation of overtime, shift differential, working dues, or any rate of pay for all employees covered by this agreement.

FOREMAN: 10% above basic rate inclusive of vacation.

GENERAL FOREMAN: 20% above basic rate inclusive of vacation.

FRINGE PAYMENTS

10/16/95
 Medical & Dental 3.35
 National Pension 1.10
 State Pension 1.05
 JATC* .50

* Includes 18¢ to National UA/NCA Training Trust Fund.

APPRENTICE RATES

Apprentices shall receive a basic hourly wage rate based upon a percentage of the established basic hourly wage rate for journeymen employed within the bargaining unit and vacation pay as indicated below:

<u>APPRENTICE TIME</u>	<u>PERCENTAGE</u>	<u>VACATION</u>
First six months	35%	1.00/hr
Second six months	40%	1.00/hr
Third six months	50%	1.00/hr
Fourth six months	55%	1.00/hr
Fifth six months	60%	2.75/hr
Sixth six months	65%	2.75/hr
Seventh six months	70%	2.75/hr
Eighth six months	80%	2.75/hr
Ninth six months	85%	2.75/hr
Tenth six months	95%	2.75/hr

ROOFERS
PAGE 1 OF 1
EFFECTIVE DATE: 9/2/91

REVISED:
9/20/91

ROOFERS
APPENDIX A
WAGE RATES

<u>CLASSIFICATION</u>	<u>9/2/91</u>
Foreman	18.46
Journeyman	16.78

Foreman: 10% over highest paid classification

FRINGE PAYMENTS

	<u>6/1/90</u>
Health & Security	1.70
Pension	1.20
JATC	.15

Dues: 38.00 per month

APPRENTICE RATES

Apprentice 95%
Apprentice 90%
Apprentice 85%
Apprentice 80%
Apprentice 75%
Apprentice 70%
Pre-Apprentice 60%

SHEETMETAL

APPENDIX A

WAGE RATES

Journeyman 9/4/95
\$22.11

FOREMAN: Journeyman Scale Plus 10%

GENERAL FOREMAN: Journeyman scale plus 20%

FRINGE PAYMENTS

<u>JOURNEYMAN</u>	<u>2/1/96</u>
Health and Welfare	2.47
Northwest Pension	1.72
National Pension	.90
Northwest Supplemental Plan	.81 ⁽¹⁾
Local Training Fund	.26
National Training Fund	.10
Vacation (Deduct)	1.02

<u>APPRENTICE</u>	<u>2/1/96</u>
Health and Welfare	2.47
Northwest Pension	1.72 ⁽²⁾
National Pension	.90 ⁽³⁾
Northwest Supplemental Plan	(3)
Local Training Fund	.26
National Training Fund	.10
Apprentice Vacation (Deduct)	.52 ⁽⁴⁾

- (1) Contributions for each hour worked: Foreman - \$.88, General Foreman - \$.95.
- (2) No contributions to the local Pension Plan will be made by the Contractor for Sheet Metal Apprentices until such apprentice begins the first half of the fourth year (70%), at which time the Contractor will pay the above applicable rate of contribution.
- (3) There will be no contributions for first year apprentices. The contributions commence in the first half of the second year (50% of Journeyman contribution) for all such apprentices.
- (4) No vacation will be deducted for apprentices until the beginning of the second year (50%) unless it is requested in writing.

SHEETMETAL
PAGE 2 OF 2
EFFECTIVE DATE: 9/2/91

REVISED:
9/20/91

APPRENTICE RATE

Effective 6/1/90

1st 6 months	40%
2nd 6 months	45%
3rd 6 months	50%
4th 6 months	55%
5th 6 months	60%
6th 6 months	65%

7th 6 months	70%
8th 6 months	75%
9th 6 months	80%
10th 6 months	85%
then to 100% on completion of apprenticeship	

SPRINKLER FITTERS
PAGE 1 OF 1
EFFECTIVE DATE: 9/5/94

REVISED:
8/26/94

SPRINKLER FITTERS

APPENDIX A

WAGE RATES

9/5/94

Journeyman \$21.40

Foreman: The rate of wage for Foremen shall be one dollar and twenty-five cents (\$1.25) per hour above the Journeyman's rate

FRINGE PAYMENTS

JOURNEYMEN

1/1/93

Health and Welfare	3.65
National Pension	1.60
Local Training Fund	.10

APPRENTICE RATES

All Apprentices shall be paid a progressive increasing rate of wage based upon the following schedule:

Percentage of
Journeyman Rate

Class 1	45%
Class 2	50%
Class 3	55%
Class 4	60%
Class 5	65%
Class 6	70%
Class 7	75%
Class 8	80%

TEAMSTERS
PAGE 1 OF 4
EFFECTIVE DATE: 9/2/91

REVISED
9/20/91

TEAMSTERS
APPENDIX A
CLASSIFICATIONS

GROUP I

Escort Driver or Pilot Car
Helper or Swamper
Pickup Hauling Employees or Material

GROUP II

Ambulance Driver (when in operation)
Fish Truck
Flat Bed Truck, single rear axle
Fork Lift, 3000 lbs. & under
Leverperson Loading Trucks at Bunkers
Mechanic Shop
Seeder & Mulcher
Stationary Fuel Operator
Team Driver
Tractor (small, rubber-tired, pulling trailer or similar equipment)
Water Tank Truck, up to 1800 gallons
Mechanic, Shop

GROUP III

Bus Driver or Employee haul
Flat Bed Truck, dual rear axle
Power Boat Hauling Employees or Material
Tireperson No. 1

GROUP IV

Buggy Mobile & Similar
Bulk Cement Tanker
Oil Tank Driver
Power Operated Sweeper
Straddle Carrier (Ross, Hyster & Similar)
Transite Mixers & Trucks Hauling Concrete: 3 yd. & under
Trucks, side, end & Bottom Dump: under 6 yds.
Water Tank Truck: 1801 - 4000 gallons

TEAMSTERS
PAGE 2 OF 4
EFFECTIVE DATE: 9/2/91

REVISED
9/20/91

GROUP V

Auto Crane: 2000 lb. capacity
Bulk Cement Spreader
Dumpton: 6 yd. & under
Flat Bed Truck with Hydraulic System
Fork Lift: 3001-16,000 lbs.
Fuel Truck Driver, Steam Cleaner & Washer
Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Transite Mixers and Trucks Hauling Concrete: over 3 yd. to & incl. 6 yd.
Water Tank Truck: 4001-6000 gallons
Wrecker & Tow Truck

GROUP VI

Burner, Cutter & Welder
Oil Distributor Driver (road, bootperson, leverperson, helper)
Service Greaser
Tireperson No. 2
Trucks, side, end & bottom dump: over 6 yds. to & incl. 12 yds.

GROUP VII

A-Frame
Warehouseperson
Water Tank Truck: 6001-8000 gallons

GROUP VIII

Dumpton, over 6 yd.
Semi-truck & Trailer, 50 ton and under Lowboy
Transite Mixers & Trucks Hauling Concrete: over 6 yds. to & incl. 10 yds.
Trucks, side, end & bottom dump: over 12 yds. to & incl. 20 yds.

GROUP IX

Lowboy, over 50 ton
*Tractor with Steer Trailer
Truck-mounted Crane (with load bearing surface, either mounted or pulled)
Water Tank Truck: 8001-10,000 gallons

*Both Operators to receive same rate, and not to conflict with DW's & similar classification GR XII, pulling trailer

TEAMSTERS
PAGE 3 OF 4
EFFECTIVE DATE: 9/2/91

REVISED
9/20/91

GROUP X

Flaherty Spreader Box Driver
Flowboys

Fork Lift: 16,000 lbs. & over

Semi-end Dumps

Transite Mixers & Trucks Hauling Concrete: over 10 yds. to & incl. 15 yds.

Trucks, side, end & bottom dump: over 20 yds. to & incl. 30 yds.

Water Tank Truck: 10,001 - 12,000 gallons

GROUP XI

Mechanic, Field

GROUP XII

Tournarocker, DW's & similar, with 2 or 4 wheel-power tractor with
trailer, gallonage or yardage scale, whichever is greater

Transite Mixers & Trucks Hauling Concrete: over 15 yds. to & incl. 20 yds.

Trucks, side, end & bottom dump: over 30 yds. to & incl. 40 yds.

Water Tank Truck: 12,001 - 14,000 gallons

GROUP XIII

Transite Mixers & Trucks Hauling Concrete: over 20 yds.

Trucks, side, end & bottom dump: over 40 yds. to & incl. 50 yds.

GROUP XIV

Trucks, side, end & bottom dump: over 50 yds. to & incl. 100 yds.

GROUP XV

Trucks, side, end & bottom dump: over 100 yds.

Helicopter Pilot Hauling Employees or Materials

Truck-Tractor pulling 2 trailers - ADD 10¢ yardage scale (for second trailer)

Truck-Tractor pulling 3 trailers - ADD 20¢ yardage scale (for third trailer)

Truck pulling Farm, Tilt, Drop, Utility and Pole Trailer, except

Semi-Trucks or Low Boys - ADD 15¢ over yardage scale

TEAMSTERS
PAGE 4 OF 4
EFFECTIVE DATE: 2/5/96

REVISED:
1/12/96

WAGE RATES

<u>GROUP</u>	<u>2/5/96</u>
I	\$16.42
II	18.61
III	18.65
IV	18.71
V	18.80
VI	19.01
VII	19.05
VIII	19.11
IX	19.15
X	19.26
XI	19.30
XII	19.61
XIII	19.75
XIV	19.91
XV	20.05

FOREPERSON OR DISPATCHER: 1.00 over highest classification supervised

FRINGE PAYMENTS

2/5/96

Health and Security	\$3.41
Pension	2.33
Training	.21
Program for Enhanced Early Retirement (P.E.E.R.)	.38

APPRENTICESHIP RATES

0 - 700 hours	70% Journeyman Rate
701 - 1400 hours	80% Journeyman Rate
1401 - 2100 hours	90% Journeyman Rate

APPENDIX "B"

(Sample)

Alternating 4 - 10 Hour Shifts (Two Shifts)

	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.
1st Shift	A	A	A	A	B	B	B
	1	2	3	4	5	6	7
2nd Shift	C	C	C	C	D	D	D
1st Shift	B	A	A	A	A	B	B
	8	9	10	11	12	13	14
2nd Shift	D	C	C	C	C	D	D
1st Shift	B	B	A	A	A	A	B
	15	16	17	18	19	20	21
2nd Shift	D	D	C	C	C	C	D
1st Shift	B	B	B	A	A	A	A
	22	23	24	25	26	27	28
2nd Shift	D	D	D	C	C	C	C
1st Shift	B	B	B				
	29	30	31				
2nd Shift	D	D	D				

A and B - Day Shifts

C and D - Second Shifts

PLAN FOR NOTIFYING EMPLOYEES
NOT TO REPORT TO WORK

The Hanford Administrative Committee, in accordance with Article XIII, Section 4., has determined that the following plan will be implemented by the EMPLOYER for the purpose of notifying employees covered by the Hanford Site Stabilization Agreement not to report to work.

The EMPLOYER will cause an announcement to be made over local radio stations broadcasting within the Tri-Cities and Yakima areas at least two hours prior to the employees regular starting time advising that construction operations are closed and that the EMPLOYERS' employees should not report to work.

A general announcement will be considered to apply to all employees of the EMPLOYER, and to all activities of the EMPLOYER, except for those employees and/or activities which are specifically identified as not being affected by the announcement.

Further, employees will recognize and adhere to a similar announcement issued by the OWNER, the U. S. Department of Energy, and will assume that such general announcements addressing the Hanford Site and/or Hanford employees will include employees of the EMPLOYERS.

The announcement will apply only to the shift immediately following the time of the announcement unless the announcement gives instructions to the contrary.

Every effort will be made by the EMPLOYER (or OWNER) to get the announcement on the following radio stations:

TRI-CITIES

KALE - FM 95	KONA - AM 610
KZZK - FM 102.7	KORD - AM 870
KONA - FM 105.3	KIOK - AM 960
KHWK - FM 106.5	KOTY - AM 1340

YAKIMA

KUTI - AM 980
KIT - AM 1280